

2015-2016 HCEA Job Satisfaction Survey

ST. JOHN'S LANE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	21	10	10		43	53.5%	46.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	17	14	9		43	46.5%	53.5%
3. I personally feel successful in my work.	9	21	8	5		43	69.8%	30.2%
4. I feel involved in decision-making at my school/worksite.	4	14	14	10	1	43	42.9%	57.1%
5. I want to be involved in decision-making at my school/worksite.	13	27	2		1	43	95.2%	4.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	8	17	13		42	28.6%	71.4%
7. In my school/worksite, I am treated as a professional.	12	22	5	4		43	79.1%	20.9%
8. There is good teamwork among staff in my school/worksite.	8	23	9	3		43	72.1%	27.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	6	6	5	42	67.6%	32.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	20	11	4		43	65.1%	34.9%
11. My work performance is evaluated fairly.	5	27	7	4		43	74.4%	25.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	17	8	15	1	43	45.2%	54.8%
13. I am provided adequate work and storage space to prepare for and do my job.	7	25	8	2		42	76.2%	23.8%
14. My administrators/supervisors respect the negotiated contracts.	10	25	6		2	43	85.4%	14.6%
15. My planning time is respected by my school administrations/supervisors.	10	21	3	2	7	43	86.1%	13.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	20	8	7	3	43	62.5%	37.5%
17. In my school, student misbehavior interferes with learning.	7	21	11	4		43	65.1%	34.9%
18. Too much instructional time is spent administering assessments.	22	16	2	2	1	43	90.5%	9.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	20	17	4		43	51.2%	48.8%
20. Increased workload has contributed to a decline in my morale.	16	12	10	3	1	42	68.3%	31.7%
21. I am paid fairly.	3	14	19	6	1	43	40.5%	59.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	6	13	19	2	43	22.0%	78.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	6	16	13	3	42	25.6%	74.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	26	1		2	43	97.6%	2.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	23	12	2	1	43	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	5	24	12	2		43	67.4%	32.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	23	16	1	43	7.1%	92.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	15	20		43	18.6%	81.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	21	13	2	43	17.1%	82.9%